

A CONTRACT PRECISION TOOL MANUFACTURER USED CUSTOMIZED TRAINING TO CREATE A MORE RESPONSIVE WORKFORCE.

“RATHER THAN WORRY ABOUT HOW MANY CLASSES SOMEBODY COMPLETES, I WANT TO FIND OUT IF THEY HAVE THE SKILLS TO FULFILL THEIR JOB. TOOLING U-SME HAS BEEN A GREAT TOOL TO VALIDATE THOSE COMPETENCIES AND FILL THE GAPS.”

Employee Development Coordinator

Challenge:

- ◆ Increase competency level among employees
- ◆ Need to develop a strategy to attract and retain highly skilled workers in an extremely competitive geography
- ◆ Need to develop a training and development program that allows the company to create their own highly skilled employees from their existing workforce
- ◆ Need to standardize baseline knowledge in order to quickly and seamlessly onboard new employees
- ◆ Lack of soft skills among the workforce, such as leadership skills

Solution:

- ◆ Developed and emphasized a corporate culture that encourages continuous education so employees would be able to develop their skills
- ◆ Implemented Tooling U-SME's Competency Framework, building a full training matrix based on competencies per job role
- ◆ Worked with Tooling U-SME to develop new employee and leadership core training programs
- ◆ Developed an individualized curriculum for each employee based on job role
- ◆ Defined objective milestones for each employee and measured success against them

Results:

- ◆ Fully integrated training and development program has been the catalyst to a complete investment in the company's culture of learning
- ◆ Complete succession plan has been implemented to retain valuable employees and help new members of the workforce to move into high skilled positions
- ◆ Workforce's core knowledge of Machining has increased by an average of 27%
- ◆ Established themselves as a thought leader among local competitors by exhibiting the value of investing in their employees' development

